

STAFF NEWS



Communicating with Professionals in Corrections and Parole

CDCR Cadet Throws Out First Pitch At SF Giants Game in Recruitment Effort



On Sept. 12, Cadets from the Correctional Training Center attended a San Francisco Giants home game, with Correctional Cadet Marquis Bolden being selected to throw out the first ball. Read more about this innovative recruitment event on Page 4.

HIGH RISK SEX OFFENDERS

Governor Signs Sex Offender/Parolee Bills Into Law at Capitol Ceremony

In a ceremony on the State Capitol's East Steps on Sept. 20, Governor Schwarzenegger signed a pair of bills that significantly protect Californians against dangerous sexual predators.

The legislation will increase penalties for child rapists, child pornographers and internet predators, creates a sex offender management board to better track dangerous parolees, makes the use of GPS to monitor sex offenders a permanent program, requires registered sex offenders to disclose their registration status to prospective employers when

applying for certain jobs and prohibits child molesters from employing minors.

"My single greatest priority as governor is to protect the safety and well being of all Californians. High risk sex offenders pose a threat to public safety and we must take every necessary step to eliminate that threat," said Schwarzenegger. "Each of these laws will help make our state safer and make it tougher on the preda-

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Secretary Lauds CDCR Staff on Resilience

By JAMES TILTON

Secretary, Department of Corrections and Rehabilitation

I was recently appointed by Governor Arnold Schwarzenegger as the California Department of Corrections and Rehabilitation's (CDCR) Secretary.

When I was named as acting CDCR Secretary on April 20, my intent was to accept this position only temporarily.

However, my experience with



Secretary James Tilton

CDCR staff these past several months significantly impacted my decision to stay.

Following my arrival, I was immediately struck by the hard work and challenges that CDCR staff face everyday. More significantly, I was impressed by the level of character exhibited by staff—both on the line and in the management ranks—as they maneuvered through each of these challenges while staying firmly rooted in this Department's commitment

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CDCR/Community Partners Forge Action Plans

Nearly 100 representatives of community organizations—faith-based, substance abuse treatment providers, parole volunteers and others—joined the Division of Community Partnerships at its Sept. 15 Community Collaborative Forum at the R.A. McGee Correctional Training Center.

“We want to continue to initiate and develop ‘shared action plans’ to address prison reform issues that our community stakeholders have identified,” said Marisela Montes, Chief Deputy Secretary for the Division of Adult Programs. “We also want to develop a mutual investment in the



CDCR Secretary Tilton thanks dozens of community partners for their efforts in the reform effort.

proposed solutions and identify a strategy for continued effective communication and problem solving.”

The forum was a follow-on to last year’s gathering of community stakeholders, building on efforts to help inmates successfully reintegrate into their communities when they are released from prison.

After welcoming remarks by Secretary Jim Tilton, a group of CDCR administrators from various divisions and offices provided highlights of some key department initiatives. Among the initiatives discussed were SB 618 (inmate assessments done at the county jail level); female offender initiatives and additional day of visiting is-

issues; mandatory conditions of adult parole; residential services for parolees and pre-parole benefits; and juvenile justice reform and reentry initiatives.

A lively discussion and question-and-answer session followed before participants broke into issue-specific

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2nd Annual McDermand Back-to-School Drive a Success

Tammie Berry

AA/PIO

Wasco State Prison - Reception Center

The Wasco State Prison Staff wanted to ensure that local children would again get off to a positive start this school year. As a result, staff conducted the Second Annual *Keith McDermand Back to School Drive* raising hundreds of dollars and donations of school supplies for the students at Allensworth.

The Wasco staff were welcomed with open arms by school children and employees as they delivered back packs filled with school supplies at Allensworth School on Aug. 14.

The staff recognize that back-to-school supplies are a huge cost factor for families, especially low-income



Volunteer officers unpack school supplies.

families. It’s also important that low-income children have been given some of the basic opportunities that other children take for granted.

The event is held in honor of Keith McDermand, a correctional officer assigned to the Investigative Services Unit, who passed away as a

result of a vehicle accident. Officer McDermand was very involved in the various school projects sponsored by the Wasco employees. Vickie McDermand, his wife and children were present and assisted the Investigative Services Unit with the distribution to the children.

Submissions

Staff News publicize staff activities, innovative programs, and transmits important information to the rank-and-file. To this end, we need stories and pictures to be submitted for publication. Please send your submissions to:

CDCRnews@cdcr.ca.gov

PIA Rolls Out New Modular Buildings

Structures to Provide Rehabilitative Space and Opportunities to State Prison System

CDCR Secretary Jim Tilton formally announced the opening of the Prison Industry Authority's Modular Building Enterprise at a ceremony held Sept. 12 at Folsom State Prison.

The new factory, housed in a 30,000-square-foot facility, will provide rehabilitative work assignments for inmates in building modular structures that will be subsequently transported for use at various prisons and juvenile centers throughout the state.

The modular portable structures will be used by CDCR for:

- Classrooms for Division of Juvenile Justice correctional centers and for CDCR prisons.
- Temporary housing for incoming correctional academy cadets.
- Offices to provide medical, dental, and psychological services.
- Additional space for rehabilitation programs and services.

"California's correctional system is in dire need of additional space to help meet the challenge of prison overcrowding," Tilton said. "This enterprise being built by the Prison Industry Authority provides prisons with much needed structures for rehabilitative programs while giving inmates the opportunity to learn carpentry skills that can be used to obtain employment upon their release."

Inmates working in the modular enterprise will also participate in PIA's new Career Technical Education-Carpentry training.

This is a pre-apprenticeship program where inmates gain experience in various skills sets including car-

pentry, welding, electrical, forklift operation, plumbing, and concrete pouring. Additionally, inmates will receive eight hours of classroom training each week as part of the curriculum. After completion of the training, the first of its type in the nation, paroling inmates will be eligible for placement in a full-scale apprenticeship program, offered through the Carpenters Training Committee for Northern California. This leads to jobs with construction companies that employ organized labor. PIA will pay the initial union dues and provide a full complement of tools to inmates who complete the program and enter Carpenters Local 46.

"The Prison Industry Authority has initiated the modular enterprise to meet the need for additional space as a result of overcrowding in our correctional system," said Matt Powers, PIA's General Manager. "The inmates are gaining valuable skills they can use after release. We have worked with the Northern California Carpenters Council to develop a curriculum that provides actual on-the-job training. Paroling inmates will have attained skills that can be readily used to acquire meaningful jobs upon parole."

PIA is the state organization that provides productive job assignments for inmates in California's adult cor-



PIA General Manager Matt Powers discusses the program.

rectional institutions. PIA's products and services are available to governmental entities, including federal, state, and local agencies. PIA operates factories that produce a variety of goods and services including: modular buildings, office furniture, eye glasses, license plates, coffee, shoes, printing services, signs, binders, clothing, and much more.

PIA has established the Inmate Employability Program, which provides training, certification, and job placement assistance, to improve the employability of inmates upon parole. While PIA work assignments help train inmates to prepare for employment, the program also reduces idleness and decreases violence in the institutions.

Correctional Cadet Throws Out First Pitch at San Francisco Giants Game; Effort Highlights CDCR's Aggressive Recruitment Effort

Suzanne Chan

Chief,

Peace Officer Recruitment Unit

(San Francisco) – On Sept. 12, Correctional Cadet Marquis Bolden threw out the first pitch for the San Francisco Giants Game at AT&T Park.

Cadet Bolden was selected by his peers to represent the Basic Correctional Officer Academy team and threw the ceremonial first pitch to highlight the efforts underway to recruit correctional officers, health care professionals and teachers for the California Department of Corrections and Rehabilitation (CDCR).

Joining Cadet Bolden were Correctional Sergeant Kenmond Mah and Cadets Robert Johnson, Raquel Lucca and Christopher Salas from the Juvenile Justice Basic Training Academy. These cadets were selected for their outstanding leadership, academics, hard work, and dedication towards working for a safer California.

The CDCR has launched an aggressive campaign to recruit employees to fill vacant positions throughout the state of California. During the last legislative session the CDCR



The SF Giants mascot Lu-Seal poses with the CTC Cadets before the game.

introduced legislation to build a new southern academy in the Los Angeles area to draw a larger number of candidates for correctional officer positions from southern California. The Department is also advertising to healthcare providers and teachers. The CDCR's campaign about the benefits of becoming an employee reach across several marking and outreach sectors including:

Newspaper Advertising

More than 60 newspapers statewide have run the CDCR's employment advertising campaign. In July

2006, the CDCR began running correctional officer ads in every major "Employment Guide" in California.

Online Advertising

The CDCR is recruiting correctional officers on more than 50 employment web sites and has "Banner" advertisements on the "Jobs" pages of 15 newspaper web sites.

Public Service Announcement/ Radio Advertising

The CDCR released public service announcements to all media members regarding the immediate need to hire correctional officers.

College, Public Safety Training Center for prospective correctional officers

The CDCR encourages all staff who know individuals that would be a good fit as part of the CDCR team to apply today. For more information on the CDCR's recruitment and employment efforts, visit the CDCR web site:

www.cdcr.ca.gov/CareerOpportunities/HR/index.html

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discussion groups. During previous meetings with CDCR community partners, four areas of concern were identified and discussed. The sessions were designed to continue to work collaboratively with the partners to address and resolve the areas of mutual concern. Participants chose one of five break-out sessions in which these concerns were discussed and reviewed. The partners were encouraged to provide input regarding

CDCR efforts and progress in the various areas as well as to develop action plans to address continuing areas of concern.

Sharon Jackson, Division of Adult Paroles, and Margot Bach, Office of Public and Employee Communications, led the first group, "Public Awareness and Communications." The group worked on developing recommendations for improving communications between CDCR and the communities where offenders are re-

turning. The goal would be enhanced by developing and gaining access to services critical to the success of parolees.

The second group, "Evidence-Based Practices," led by U.C. Davis Professor Ryken Grattet and Capt. Joe Cocke, CompStat, discussed current research related to evidence-based practices and their effect on the provision of community-based sup-

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to public safety and rehabilitation.

The Department has undergone significant changes these past 18 months.

Prison overcrowding has been at its peak, staff vacancies are at their worst, and unrelenting scrutiny from outside stakeholders continues at an all-time high.

Despite these considerable challenges and pressures, CDCR employees continue to face the challenges steadfast, without reservation and appear to be more determined than ever to meet the goals set before them.

It is for those reasons that I accepted the privilege of leading such a committed staff as CDCR moves forward in redefining our rehabilitative charter while enhancing safety for staff and the inmates, wards, and parolees we are charged with.

Over the next several months it is my goal to make outside stakeholders aware of the challenges we are facing as a Department.

It is my commitment to you, our

employees, to gain the needed support so that necessary changes are made to increase staff safety, expedite hiring of new staff, and ensure our training standards exceed those of other states.

I plan on reevaluating initiatives that were begun these past 18 months to provide more clarity and focus, along with prioritizing what is important to CDCR.

This Department needs to set realistic goals in order to move forward with the much needed change.

Although the Special Session did not produce the outcome we had hoped, we were successful in getting a significant amount of the proposals approved through the Senate, solidifying the support for the initiatives in that house.

Now that we have laid the foundation we will continue to work with the Administration and the Legislature to stop the use of nontraditional beds in the dayrooms, gyms, and triple-bunks that impose a threat to the safety of staff.

In conjunction with this effort, we will expand the opportunity for positive programming, enhancing a safer environment for staff, and reducing the current rate of recidivism.

I would like to thank you for the hard work you do each and every day. I am committed to educating and informing critical stakeholders on our need to protect public safety and provide a safe working environment for staff. As we continue to move ahead, I look forward to working with you to attain our goals as a Department.

Staff News

The Electronic Edition

The *Staff News* is published monthly by the Department of Corrections and Rehabilitation Office of Press and Communications.

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CDCR Staff were recently honored during the 26th Annual Governor's Employee Safety Awards. Pictured from left to right are: Dwayne Wilson, Division of Adult Parole Operations; Sandra Duveneck, Director, Division of Support Services; Richard Subriar, Division of Adult Parole Operations; Patricia Nereim-Larsen, Correctional Supervising Cook, California Correctional Center; Mike Miller, Medical Technical Assistant, and, Bonnie Kolesar, Assistant Secretary, Office of Risk Management.

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tors who want to create victims out of innocent Californians.”

The most comprehensive of the bills, SB 1128 (Alquist), known as the Sex Offender Control and Containment Act, enhances penalties and implements new laws for registered sex offenders. That includes punishing continuous child sexual abuse with an automatic 25-year-to-life prison sentence, making possession of pornography depicting children a felony in some cases, discouraging plea bargains for violent sex offenders, and restricting sex offenders’ access to youth recreational facilities.

Among the bill’s many provisions, it also requires every person required to register as a sex offender to be subject to assessment using the State-Authorized Risk Assessment Tool for Sex Offenders, a valuable tool widely recognized by experts and used by law enforcement and CDCR, in keeping with recommendations from the Governor’s High Risk Sex Offender Task Force.

At the Capitol ceremony, Governor Schwarzenegger also signed SB 1178 (Speier), making permanent a CDCR pilot program that requires high-risk sex offenders to be fitted with Global Positioning Satellite (GPS) devices.

CDCR Secretary Tilton, who attended the signing ceremony, said that Governor Schwarzenegger’s signature on these bills strengthens public safety by providing a comprehensive program to identify High Risk Sex Offenders even before they leave prison. It gives us the tools to offer treatment and very close supervision, including the use of satellite technology—GPS—to track the movement of sex offenders. This important legislation will give us tools to help protect the public from sex offenders when they are released from prison and returned to the community.”

Women’s Prison Raises Money to Help Chowchilla

By Lt. Bart Fortner
AA/PIO
CCWF

Inmates housed at Central California Women’s Facility (CCWF) recently held a benefit to assist the city of Chowchilla and the Chowchilla Union High School District. Newly appointed Chief Deputy Warden Mary Lattimore presented checks in excess of \$15,000 on behalf of the U-Turn and Long Termer’s Organizations (LTO).

An inmate dance troupe performed a piece of modern dance to honor the Chowchilla Parks and Recreation Department, a recipient of a check in the amount of \$6,875.

“We had asked for \$300 and this check will make so many after school, summer and weekend programs possible in Chowchilla. I just don’t know how to thank you,” said Jerry Reed, Director of Chowchilla Parks and Recreation. “I am going to have a video like the one you saw about *Every 15 Minutes*, for you next January, so you can see how this generous gift has helped the children of Chowchilla.”

The only sounds that could be heard in the gymnasium while the *Every 15 Minutes* video was shown were of tears being wiped away. The video had a forceful impact on everyone who saw it.

Ron Seals, Chowchilla Union High School Superintendent,

Kristine Van Vleck, of the Chowchilla High School, and Chowchilla Chief of Police Jay Varney were on hand to receive a check for \$6,875 that will be used to offset the costs of the *Every 15 Minutes* anti-drunk driving campaign.

When Seals addressed the group, he said, “I was raised in Chowchilla and have worked for the high school district for 16 years. I am sad to say I have lost students to drunk driving accidents in the past. *Every 15 Minutes* is an emotional time for students and parents alike. I am thankful Kristine brought this powerful program to us and we appreciate your heart-felt gift to help keep it going.”

A check for \$1,722 was presented to Randy Robinson, Chowchilla Union High School director of music. Robinson was thrilled and told the staff and inmates present that the check will be used to offset musical



Pictured (l to r) Randy Robinson, Ron Seals, Kristine Van Vleck, Mary Lattimore, Jay Varney and Jerry Reed with the donation checks.

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instrument repair costs the district incurred this summer.

"You don't know how much this means to the students of Chowchilla High School. Your help will make it possible for that many more students to be able to learn the joy and discipline of music," Robinson told the assembly. Robinson also said the Chowchilla High School marching band drum major would be able to attend competitions in London, England, as result of this donation.

LTO Chairperson Carlita Stewart performed a rousing rendition of "Open Up My Heart" to highlight the theme of the check presentation.

Lattimore closed the check presentation ceremony by thanking both

the community leaders and the inmate participants for their caring attitude and participation. "I know today is just a glimpse of the continuing good will and partnership between our institution and the communities we serve."

U-Turn is a youth diversion program designed to offer a two-fold benefit to the inmate participants. This program has a youth diversion component that allows the women to speak frankly about their lives both before and during their incarceration. This therapeutic release helps the inmates cope with their incarceration and has the potential for redirecting troubled youths' energies into more positive endeavors. Youths from all

over California visit the institution, tour housing units, interact with the inmates and have the opportunity to speak with the women on a one-on-one basis, as part of the program.

The LTO is made up of women who have lengthy sentences or are sentenced to life in prison. The LTOs goals are to aid inmates who have received lengthy sentences begin their incarceration on a positive note, make program information available to them, and give them the support of other women who face similar circumstances. One aspect of the LTO is that members will counsel younger inmates who are having trouble adjusting to prison life, giving them insight about how to have a more successful integration period.

San Joaquin County Parolee Compliance/Sweep Operation Nets 86 Arrests

Susan Kane

Parole Agent III/Unit Supervisor
Stockton Parole Complex, Unit II
Division of Adult Operations

An operation involving local, state and federal law enforcement personnel has made the south Stockton and south San Joaquin communities a lot safer. Parolees in south Stockton and the surrounding areas were targeted last month in an operation coordinated by the Stockton Parole Complex in conjunction with the Stockton Police Department and San Joaquin County Sheriff's Office.

The mission and objective was to protect the community by assuring parolees were in compliance with their conditions of parole. To accomplish this, personnel worked together and in teams conducting searches of parolees and their residences in order to ascertain either their compliance with parole or their involvement in criminal behavior.



Unified law enforcement agencies have a final briefing before embarking on the sweep.

Sixteen law enforcement agencies participated with 127 law enforcement personnel, and 234 locations were targeted. The agencies included CDCR parole agents, Stockton PD, San Joaquin County Sheriff, San Joaquin District Attorney's Office, San Joaquin Probation, CHP, DVI Investigations Unit, CDCR Transportation, Ripon PD, Manteca PD, Lodi PD, Galt PD, ATF, ABC and CDCR

Division of Juvenile Justice K-9 Units.

Many of the residences were chosen because the subjects are gang members, high control cases, second striker cases or sex offenders. 86 people were arrested, 19 felony warrants were served and 15 weapons were confiscated. The number of arrests and confiscations surpassed past operations.

The *Stockton Record* published an article regarding the mission in which Stockton Police officer Pete Smith said, "It's a way of using the laws that are in place to make sure these people are in compliance and, if not, to get them before there are more victims."

San Joaquin County Sheriff's Lieutenant Patricia Horta-Skaff, Investigations Division, added, "Through the efforts of the numerous law en-

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FORUM..(From page four)

port services to offenders returning to their local communities. As an example of CDCR's commitment to performance measurement, the session included a discussion of the Division of Adult Programs metrics.

Issues that prison volunteers face when they work inside institutions was the subject of the "Access Policy" group, led by Barry Smith, Division of Community Partnerships. The group explored current issues that impact access to prisons, including custody/security and program issues

that are impediments to volunteers who provide programs to inmates. The group worked toward solutions that would enhance inmate access to programming.

Challenges that community-based organizations face in securing alternative funding sources was the focus of another group, "Program Development," led by Del Sayles-Owen, Division of Community Partnerships. The session focused on developing integrated programs and services as well as exchanging ideas and build-

ing consensus between CDCR and the community about the need and relevancy of support services for offenders returning to the community.

The issues and challenges faced by the Division of Juvenile Justice and juvenile offenders was the topic of the "Juvenile Justice Reform" group, led by Elizabeth Siggins and Cynthia Florez-DeLyon, Division of Juvenile Justice. The discussion centered on the requirements of the Farrell remedial plans and the comprehensive juvenile justice operational master plan in California.



Wasco State Prison – Reception Center held the Slow Down/Despacio Program on Sept. 12 with the Kern County Probation Department. The Program is designed to intervene in potential social deviance by raising the level of awareness among our community youth regarding the consequences of criminal activity. This mission is accomplished by expanding the base of reliable information upon which individuals make decisions. The program allows staff and inmates to share information from their life experiences and to identify those community resources that offer positive direction to a youth at risk.



On Aug. 31, Kern Valley State Prison had its first graduation from an Anger Management Program. The class was hosted by Mike Gonzalez of Friends Outside, and 21 Level IV inmates completed the course and received certificates. At the graduation, the inmates expressed their appreciation to Gonzalez and KVSP Administration for getting this program started at the prison.

SWEEP..(From page one)

forcement agencies, this was the most organized, professional and successful operation of this kind ever conducted in this county. Their performance displayed hard work, dedication and a broad range of abilities. Public response is overwhelmingly appreciative of this operation."

Prior to deployment, all personnel were treated to a BBQ hosted by Stockton Parole and prepared by

STARS (Sheriff's Team of Active Retired Seniors). STARS personnel also met up with the 10 teams in the field in order to supply them with water, coffee and refreshments, throughout the operation.

The Stockton Parole Office, the Stockton PD and the San Joaquin Sheriff's Office have developed and maintained a positive partnership which advocates a proactive ap-

proach to the supervision and reintegration of parolees, leading to the ultimate goal of a safer community. Within the last three years, Stockton Parole has coordinated 18 parole sweep operations in conjunction with the Stockton Police Department and the San Joaquin County Sheriff's Office resulting in hundreds of arrests, and the confiscation of a multitude of weapons and narcotics.